

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN

(Write the full name of each plaintiff who is filing this complaint. If the names of all the plaintiffs cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

hijla n applewhite

v.

Stellantis Jerfel Notand Aronde Stenton

(Write the full name of each defendant who is being sued. If the names of all the defendants cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

Case: 3:22-cv-10528 Judge: Cleland, Robert H.

MJ: Ivy, Curtis Filed: 03-11-2022

CMP APPLEWHITE VS STELLANTIS ET AL (DP)

Jury Trial: Yes No

Complaint for Employment Discrimination

I. The Parties to This Complaint

A. The Plaintiff(s)

Provide the information below for each plaintiff named in the complaint. Attach additional pages if needed.

| Name | Kyla Appleichte |
|--------------------|-----------------------------|
| Street Address | 2724 Partway Circle |
| City and County | Stekling Heights maconib |
| State and Zip Code | m1 48310 |
| Telephone Number | (584) 204 - 3884 |
| E-mail Address | K nationa 232 yando con |

B. The Defendant(s)

Provide the information below for each defendant named in the complaint, whether the defendant is an individual, a government agency, an organization, or a corporation. For an individual defendant, include the person's job or title (if known). Attach additional pages if needed.

Defendant No. 1

| Name | Stellantis |
|---------------------------|------------------------------|
| Job or Title | |
| (if known) | |
| Street Address | 21500 mound road |
| City and County | NOKEN MOCOMB |
| State and Zip Code | m1 48091 |
| Telephone Number | (SSU) 497-0203 |
| E-mail Address (if known) | Nancy. Klei a stellantis com |
| · · | |

Defendant No. 2

| Name | Jers: boland |
|----------------------------|-----------------------|
| Job or Title (if known) | production supervisor |
| Street Address | 19977 Stotter St |
| City and County | Detroit Nayne |
| State and Zip Code | MI 48234 |
| Telephone Number | (313) 333 - 696) |
| E-mail Address (if known) | |

| Defendant No. 3 | |
|---|---|
| Name Job or Title (if known) Street Address | Arende Signton Areg manager 34415 vinita st |
| City and County State and Zip Code Telephone Number E-mail Address (1f known) | Clinach Tourship Maximb m1 48035 (313) 269-3846 |
| Defendant No. 4 | |
| Name Job or Title (if known) Street Address City and County State and Zip Code Telephone Number E-mail Address (if known) | |
| Place of Employment | |
| The address at which I sough | nt employment or was employed by the defendant(s) is: |
| Name Street Address City and County State and Zip Code | Stellantis - LUTAP 21500 MUNCI ROAD NUKKEN MUCUMB MI 48091 |
| Telephone Number | (584) 477-6203 |

C.

II. Basis for Jurisdiction

| ction is | brought for discrimination in employment pursuant to (check all that apply): |
|----------|---|
| | Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin). |
| | (Note: In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.) |
| | Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 to 634. |
| | (Note: In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.) |
| | Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 to 12117. |
| | (Note: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.) |
| | Other federal law (specify the federal law): |
| | Relevant state law (specify, if known): |
| | Relevant city or county law (specify, if known): |

III. Statement of Claim

Write a short and plain statement of the claim. Do not make legal arguments. State as briefly as possible the facts showing that each plaintiff is entitled to the damages or other relief sought. State how each defendant was involved and what each defendant did that caused the plaintiff harm or violated the plaintiff's rights, including the dates and places of that involvement or conduct. If more than one claim is asserted, number each claim and write a short and plain statement of each claim in a separate paragraph. Attach additional pages if needed.

| A. | The discrimi apply): | natory conduct of which I complain in this action includes (check all that |
|----|----------------------|---|
| | | Failure to hire me. Termination of my employment. Failure to promote me. Failure to accommodate my disability. Unequal terms and conditions of my employment. Retaliation. Other acts (specify): (ACCHMINCHE) |
| | | |
| | Empl | e: Only those grounds raised in the charge filed with the Equal loyment Opportunity Commission can be considered by the federal district under the federal employment discrimination statutes.) |
| В. | It is my best | recollection that the alleged discriminatory acts occurred on date(s) |
| C. | I helieve tha | t defendant(s) (check one): |
| С. | | is/are still committing these acts against me. |
| | | is/are not still committing these acts against me. |
| D. | Defendant(s |) discriminated against me based on my (check all that apply and explain): |
| | ☑ | race called a napray head axx bxxxh |
| | | color |
| | 団 | gender/sex 1 am pr-several and was called a dyle breeth |
| | | religion |
| | | national origin |
| | | age. My year of birth is (Give your year of birth only if you are asserting a claim of age discrimination.) |
| | | disability or perceived disability (specify disability) |
| | | |

The facts of my case are as follows. Attach additional pages if needed. I have been wakking for Stellants since may 21st 20th and is werently a preduction supervice. On June 16th, script holand Unlack male) a pradiction supervisive discriminated against my sexual oreintation and kace present was ask supervisor, Arande Stanton Wack male made no effort to concrect ox address the commentary I and several witnesses made a complaint, to where I was to address and resolve the manner to move folkind. I expressed that I was unconfuctable, and was facced to handle the stuction so they could move forward. I asked to suppose other areas because of the supervisor shortage, and I was experienced in those departments because I felt unconfuctable working with Jekkel and aroude. My concerns were ignored and I was informed I couldn't choose whom I worked with, I had to interact with sexial when he covered aroundes absences, but I avoided nim on July and, a TL had asked fox some supplies and I informed them they could oxder it from the tool stoke parande called for a team meeting stating that I was not a team player and if no one wanted to work as a team they could get the fock on, I questioned parande what was wrong with my response, he stated it was his show and informed myself I was not being a team player seeking answers for what occurred he stated I was going to smother shift because I would not agree with him. I was stiff to another shift per around requesting, and took a nuclical leave. I felt attacked and suffered sovera anxiety and depression. I putured to worked and was informed to kimain in the same department. Kevin inman informed myself that I was going to be keassigned to F2 where Jekkel was. I reached out to HK expressing my conciens she told myself that it should not be a preciden because we were on

I perhaps to worked and was intermed to remain in the same appermition from myself that I was aping to be reassigned to F2 where Jekkel was. I reached out to the expressing my conciens she told myself that It should not be a problem because we were an different shifts. I explained to here that he would be my counterpart and that we would have to do a hand off and communicate. My conciens were ignored again, rean inman was my direct expect and I informed him I was emmotionally instable scening consoceling that was not capable of dealing with Jerrel. Laun inman understood and remain on all my previous area network coming to his shift! I rached out again to the seeing if I could go back to my previous plant. She informed myself I was not releasable. I asked and inquired my file to review my hold seeking answers. He has not releasable in asked and inquired my file to review my hold seeking answers. He

on december 2021, I was informed that I am being exassigned again to where Jerral was working. I expressed again how I was unconfortable, and I would not mind being placed elsewhere just as long as I did not have to deal with Jerral and aronde I am eligible fix on promotion and have applied for soveral positions. I was informed that I would be denied because I am not releasedle, still seeking answers and no response. I meet all availatications and they will not respond to why I am not releasable. By plant has open positions but I applied for other locations to remove myself from the environment I still feel unconfortable in.

(Note: As additional support for the facts of your claim, you may attach to this complaint a copy of your charge filed with the Equal Employment Opportunity Commission, or the charge filed with the relevant state or city human rights division.)

IV. Exhaustion of Federal Administrative Remedies

| A. | Commission | It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission or my Equal Employment Opportunity counselor regarding the defendant's alleged discriminatory conduct on (date) | | |
|----|----------------------------|---|--|--|
| | Nulmher | 2021 | | |
| B. | The Equal E | Employment Opportunity Commission (check one): | | |
| | | has not issued a Notice of Right to Sue letter. | | |
| | Ø | issued a Notice of Right to Sue letter, which I received on (date) | | |
| | | December 14th 2021 | | |
| | | (Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.) | | |
| C. | Only litigant | s alleging age discrimination must answer this question. | | |
| | Since filing to Commission | my charge of age discrimination with the Equal Employment Opportunity regarding the defendant's alleged discriminatory conduct (check one): | | |
| | | 60 days or more have elapsed. | | |
| | | less than 60 days have elapsed. | | |
| | | | | |

V. Relief

VI. Certification and Closing

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

A. For Parties Without an Attorney

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

| Date of signing: March 10 | th 20_21. |
|--|------------------|
| Signature of Plaintiff Printed Name of Plaintiff | Kyla applicabite |

MIED ProSe 7 (Rev 5/16) Complaint for Employment Discrimination

Additional Information:

EEOC Form 161 (11/2020)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

| | DISMISSAL AND NOTICE OF RIGHTS | | | | |
|--|---|--------------|--|--|--|
| To: Kyla N. Applewhite 12880 Metropolitan Parkway Sterling Hts, MI 48312 | | From: | Detroit Field Office 477 Michigan Avenue Room 865 Detroit, MI 48226 | | |
| | On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a)) | | | | |
| EEOC Chan | ge No. EEOC Representative | | Telephone No. | | |
| | Alexa K. Moore, | | | | |
| 471-2021 | -03339 Investigator | ····· | (313) 774-0022 | | |
| THE EEO | C IS CLOSING ITS FILE ON THIS CHARGE FOR TH | E FOLLO | WING REASON: | | |
| | The facts alleged in the charge fail to state a claim under a | any of the s | statutes enforced by the EEOC. | | |
| | Your allegations did not involve a disability as defined by t | he America | ans With Disabilities Act. | | |
| | The Respondent employs less than the required number of employees or is not otherwise covered by the statutes. | | | | |
| | Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge | | | | |
| X | The EEOC issues the following determination: The EEOC will not proceed further with its investigation, and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claim have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge. | | | | |
| | The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge. | | | | |
| | Other (briefly state) | | | | |
| - NOTICE OF SUIT RIGHTS - (See the additional information attached to this form.) | | | | | |
| Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.) | | | | | |
| Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible. | | | | | |

On behalf of the Commission

Stephen VanKerckhove

Digitally signed by Stephen VanKerckhove
Date: 2021.12.14 15:47:16 -05'00'

Enclosures(s)

for Michelle Eisele, District Director (Date Issued)

CC:

Dee Williams EEO Manager STELLANTIS 1000 CHRYSLER DR Auburn Hills, MI 48326 EEOC Form 5 (11/09)

| CHARGE OF DISCRIMINATION | Charge | e Presente | | gency lo(s): | y(ies) Charge |
|--|----------------------------------|---------------|-------------------|-----------------|--------------------------------------|
| This form is affected by the Privacy Act of 1974. See enclosed Privacy Act | | FEPA | | - 1-7- | |
| Statement and other information before completing this form. | X | EEOC | 4 | 471- | 2021-03339 |
| MICHIGAN DEPARTMEN | T OF CIVII | RIGHT | rs | | and EEOC |
| State or local Ago | ency, if any | | | | |
| Name (indicate Mr., Ms., Mrs.) | | İ | me Phone | | Year of Birth |
| MS. KYLA N APPLEWHITE | | (586) | 206-38 | 84 | |
| Street Address City. Stat 12880 METROPOLITAN PARKWAY, STERLING H | e and ZIP Code | | | | |
| 12000 METROPOLITAN PARKWAT, STERLING P | 113,MI 403 | 12 | | | |
| Named is the Employer, Labor Organization, Employment Agency, App | ranticachin Com | mittae as f | State or Les | al Cou | commont Agons. |
| That I Believe Discriminated Against Me or Others. (If more than two, | list under PARTI | CULARS bel | low.) | ai Gov | renament Agency |
| Name | | No. Employe | es, Hembers | | Phone No. |
| STELLANTIS US, LLC | | 50: | 1+ | (58 | 6) 497-2430 |
| • | e and ZIP Code | | | | |
| 21500 MOUND RD, WARREN, MI 48091 | | | | | |
| Name | | A1- F1 | | | |
| rear re | | No. Employe | es, members | | Phone No. |
| Street Address City State | e and ZIP Code | | 1 | | |
| 3.5)1 3.2.5 | 2 2 | | | | |
| | | | | | |
| DISCRIMINATION BASED ON (Check appropriate box(es).) | | DA | | MINATIO | ON TOOK PLACE |
| X RACE COLOR X SEX RELIGION NATIONAL ORIGIN 06-16-2021 08-11-2021 | | | | [| |
| | | | | 08-11-2021 | |
| X RETALIATION AGE DISABILITY GE | NETIC INFORMATIC |] | | | |
| THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): | | | CONTINUING ACTION | | |
| I began working for the above-named employer o | n or about l | May 21, | 2014. I a | m c | urrently |
| employed as a Production Supervisor. | | | | | |
| On or about June 16, 2021, another Production Supervisor (Black, male) called me derogatory | | | | | |
| names based on my sexual orientation and my rac | ce. My supe | rvisor w | as prese | nt. I | hut made no |
| effort to correct the harassment. I complained to | Human Res | ources a | and was | force | ed to have a |
| conversation with my harasser. I informed Human and I no longer wanted to work with him. My conc | Resources | this ma | de me u | ncon | nfortable |
| 2021, my supervisor transferred me to another sh | ift. I believ | e this w | as an ad | vers | e action |
| taken in retaliation for my internal complaint. | | | | | |
| I believe I was discriminated against due to my se | ex (sexual o | rientatic | n fema | ، دوا | MV tace |
| (Black) and in retaliation for engaging in a protect | ted activity | , in viola | ation of 1 | ritie | VII of the |
| Civil Rights Act of 1964, as amended. | | | | | |
| I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number | NOTARY - When | necessary for | r State and Lo | ocal Ag | ency Requirements |
| and I will cooperate fully with them in the processing of my charge in accordance with their procedures. | | | | | |
| I declare under penalty of perjury that the above is true and correct. | I swear or affirm | n that I hav | re read the a | above | charge and that it ation and belief. |
| | SIGNATURE OF CO | | | | and belief. |
| 5. 1. 1. 1. 1. 1. 1. 1. 1 | | | | | |
| Digitally signed by Kyla N Applewhite on 11-20-2021 10:18 AM EST | SUBSCRIBED AND (month, day, year | | BEFORE ME T | THIS DA | TE . |
| IVIIO AM EST | , monui, uay, yea | , | | | |
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|--|--|---|---|--|
| | 22-cv-10528-RHC-CICEVIE and the information contained berein neither repla out. This form, approved by the Judicial Confere il docket sheet. (SEL INSTRUCTIONS ON NEXT 194) | | | or as required by law, except as of the Clerk of Court for the |
| Kyla N apple | Wilte | DEFENDAN | ITS Stellantis | |
| | | | Sekrel Axidand | |
| (b) County of Residence | of First Listed Plaintin' Myseult | | akunne w stuntu | 1 |
| 1 | LNCEPT IN U.S. PLAINTIFF CASES) | County of Reside | man of the control of | macumb |
| | | 1 | IIX I X PI IIX YOUR ALLES | |
| (c) Attorneys (Firm Name | Address, and Telephone Sandver | THE TRA | CONDEMNATION CASES, USE: Of DELAND INVOLVED. | THE LOCATION OF |
| | Suppy (| Attorneys ell Kinns | (n) | |
| II RACICAE HIBINE | | | | |
| C. Mais Of JURISE | ON Place on "X" in One Box Only) | III. CITIZENSHIP OF | PRINCIPAL PARTIES | |
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| - /////// | (U.S. Chivernment Non a Party) | Citizen of This State | PTF DEF | PTF DEF |
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| Defendant | dodicate Citizenship at Parties in how III) | Criteri of America State | 2 2 Incorporated and I | Principal Place 5 5 |
| | | Littiem metals and | of Business in A | mother State |
| IV. NATURE OF SUIT | The same of the sa | Citizen or Subject of a Foreign Country | 3 G 3 Foreign Nation | |
| CONTRACT | Take an "X" in One Box Only) TORTS | | Click here for: Nature of S | |
| 110 Insurance | PERSONAL INJURY PERSONAL INJUR | FORFEITURE/PENALTY | BANKRUPTCY | OTHER STATUTES |
| 120 Marine 130 Miller Act | 310 Amplane Section 300 | hand an example accurrent the talliff. | 422 Appeal 28 USC 15a | 375 False Claims Act |
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| of Veteran's Renema | 350 Motor Vehicle 370 Other Frank | | 280 Defend Trade Secrets | Corrupt Organizations 480 Consumer Credit |
| Inti Stockholders' States Inti Other Contract | 371 Truth in Lending | 210 Fan Labor Standards Act | Aut of 2016 | 115 USC 1681 or 1607) |
| 195 Contract Product Liability | Troublet Liability 380 Other Personal | 720 Labor/Management | HOXEIXI SIXO GALLY | 4x5 Telephone Consumer |
| 196 Franchise | Injury 1385 Property Dynamic | Relations 740 Railway Labor Ast | 861 HIA (1495m) | Protection Act 490 Cable/Sat TV |
| | 362 Personal Interval Medical Malpractice Product Liability | 751 Family and Medical | 862 Black Lung (923) Set DIWC DIWW (465(g)) | 250 Securities Commodities |
| REAL PROPERTY | CIVIL MICHTS PRISOSER PETERON | Leave Act | 804 SSID Title XVI | Exchange 890 Other Statutory Actions |
| | PO Other Civil Rights Habers Corners | 790 Other Labor Littgation 791 Employee Retirement | □ 865 RSI (405(g)) | 391 Agricultural Acts |
| 230 Rent Lune & Ejectment | 463 Alien Detainee | Incorne Comments Co. | FEDERAL TAX SUITS | 393 Environmental Matters |
| 240 Tortis to Lapad | 43 Housing Statement Syntance | | 870 Taxes (U.S. Plaintiff | 895 Freedom of Information |
| 248 Tou Product Liability 200 All Other Real Property | Accommodations 530 General | | or Defendant) | 2 806 Arbitration |
| socialist Ken Cobony | 448 Amer, w Disabilities - 538 Death Penalty | MMIGRATION | B71 IRS - Third Party 26 USC 7600 | 399 Administrative Procedure |
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| L CAUSE OF ACTION | Brief description of eause: | | 42 0.5.0 | 2000e to 2000e-17 |
| I DEALECTES IN | discriminated | against sexual okelink | Has and delay to | |
| II. REQUESTED IN | | DEMAND 5 | CHICK VES | |
| COMPLAINT: | UNDER RULE 23, F.R.Cv.P. | | JURY DEMAND: | emanded in complaint: |
| II. RELATED CASES | | | | V Yes No |
| IF ANY | tSec instructions; | | Photograph make an arra | |
| I E | The same and the s | RNEY OF RECORD | DOCKET NUMBER | Angeles States and Sta |
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Case 3:22-cv-10528-RHC-Cl ECF No. 1, PageID.13 Filed 03/11/22 Page 13 of 13 PURSUANT TO LOCAL RULE 83.11

| 1. | Is this a case that has been previously dismissed? | Yes |
|---------|--|---------------|
| If yes, | give the following information: | L√ No |
| Court: | | |
| Case N | o.: | |
| Judge: | | |
| 2. | Other than stated above, are there any pending or previously discontinued or dismissed companion cases in this or any other court, including state court? (Companion cases are matters in which it appears substantially similar evidence will be offered or the same or related parties are present and the cases arise out of the same transaction or occurrence.) | ☐ Yes ☐ No |
| If yes, | give the following information: | |
| Court: | | |
| Case N | o.: | |
| Judge: | | |
| Notes : | | |
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